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Parnell, D (2014) A Shop Window for Equality Practice. Equality - Focus on Sport (114).

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Equality – Focus on Sport

A shop window for equality practice

Edition 114, September 2014

Hello and welcome to the 114th newsletter.

As you know we like to cover topical issues in the introduction to each monthly edition, but on this occasion we feel it necessary to be inward facing and let you know about the uncertain future of this newsletter and its supporting website. We are raising this issue now in the hope that some of your organisations can help. It would be ironic that so soon after Scottish voters have decided that 'Better Together' is the future, we are in danger of losing a UK-wide service.

You can appreciate that the production of each issue and the regular updating of the website requires significant effort. Although it is subsidised by VAGA, we do require some financial support to keep it going. The current funding will end in December 2014, putting the future of the newsletter and website, which aims to showcase equality in sport across the UK, very much in doubt.

I am now going to hand-over to Nikki Enoch, Director of VAGA Associates, and Roger Clifton, the previous editor for editions 1- 100, to provide more information on the current position with the service and the background to the origins of the newsletter.....

The first edition was published in April 2005 and was part of a support package to those National Governing Bodies of Sport that were piloting the Equality Standard in Sport across the UK. In those early days the newsletters focused entirely on the Equality Standard and were only about three pages in length. By the 25th edition, the length had increased to 10 pages and that edition covered a range of articles including: young people, a women and girls project, new approaches to increasing participation in swimming and a campaign in the East Midlands to support black and minority ethnic individuals with employment and representation opportunities.

The August 2010 edition was the last one to be produced with funding from all of the Sports Councils, bringing to an end their direct support that had lasted for over five years, for which we were, and remain, very grateful. Fortunately, a number of organisations who believed that the newsletter is a "vital and valued communication asset" to the industry were willing to fund it and so production continued. Pressures on their resources now mean that from January next year, they are no longer able to do this. Again, we hugely appreciate their contribution, especially as circulation has grown, and this service now benefits colleagues in all sectors of the sports industry.

It is said that "information is key", but so often it can be hard to find and difficult to understand. During the newsletter's history we have always responded positively to the wishes of readers. The 95th edition, for example, introduced a number of changes as a result of a readers' survey. We do believe that our readers find the newsletter and website to be important resources in the continued effort to make sport equitable and genuinely open to all. Our belief is based on recipient organisations posting the newsletter on their own Intranet or Internet pages, forwarding it on through their own newsletters and giving us regular positive feedback – a few examples are highlighted below.

Produced by VAGA Associates

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VAGA

When announcing that they were no longer able to continue funding in 2010, SCEG stated: *“each addition of the newsletter is an interesting read and a useful resource”*.

On reaching the 100th edition milestone, a County Sports Partnership commented: *“Many congratulations on reaching the great milestone of 100 issues! I hope and I am sure there will be many more to come, so here's to the next 100!”*

A recent response from a leisure trust said: *“I realise we don't know each other at all, but I just wanted to email to say this was a really good edition Jenny - really informative. Thank you”*.

We are proud of what we have achieved and have been extremely fortunate that funding agencies have offered so much support in the past. We do recognise the current financial climate and the ever increasing demands on resources. The reality is that VAGA cannot produce the Equality – Focus on Sport newsletter, or maintain the information on the associated website, free of charge. So, unless we can find a way of funding, both services will cease in the New Year.

If you feel that you can help us with this challenge, or have ideas on how we can address it, we would be delighted to hear from you. We are eager to speak with anyone who is willing and able to provide financial support to continue this newsletter and website for any period of time – no matter how small. If you feel that you can help us in anyway, please do contact VAGA's Director, Nikki Enoch on 07989 351 047 or nikki@vagaassociates.com

Editor – I hope you will now forgive me for also including the ‘introduction’ I had prepared if we hadn't had to inform you of the precarious future for E-FoS. The timing is so apt for the following item...

Celebrating the sector's volunteers

At the start of autumn many national governing bodies of sport and other key bodies are looking to recognise the volunteers who work tirelessly to deliver and support sport in their local communities through their sports awards – it is excellent that this happens across the sector.

We have just witnessed a successful international event that was made more memorable and more achievable by the support of an army of volunteers – I am referring to the [‘clyde-siders’ at the Glasgow Commonwealth Games](#). They emulated the resounding success of the Games Makers at London 2012 – both sets of volunteers have been recognised by participants and audiences for contributing to the overwhelming success of both events.

[I have read in a news item that up to 5,000 people intend to volunteer at the Rio Games](#) – incurring considerable costs and taking up a good amount of their time. This is a true testament to the amazing volunteering culture we have across the UK.

We all know that the ability to offer sport that is open to everyone relies heavily on the willingness of volunteers, be it: coaches, officials, event organisers, voluntary club committee members and other support people. It is very important to recognise these people, although we all know that they are usually people who shy away from such public tributes. The BBC's Unsung Hero awards at the BBC Sports Personality of the Year events, at both regional and

national level, really focuses on how people make sport available to everyone. I can remember way back in 2006 when [Val Hanover won the BBC's national award](#) –she impressed the judges with her great commitment to people with learning disabilities and dedication to North Shropshire Special Olympics Club. There are thousands of people like Val Hanover up and down the country who make it their mission to enable people to take part in sport. [The BBC Unsung Hero 2014 nomination process is now open until 20 October](#) – you never know, someone you nominate could be the next regional or even national Unsung Hero.

I am just going to list a number of awards schemes that are currently open and include categories to recognise volunteering at all levels – *I am only listing a few examples out of many, so please do some checking out yourselves:*

[Deaf Sports Personality of the Year 2014](#) – you've got to be very quick though as nominations close on 25 September

[UK Coaching Awards 2014](#) – again be quick, nominations close on 26 September

[Inaugural Sport England the Daily Mirror Pride Sport Awards](#) – closes to nominations on 24 October

[Wales Sports Awards 2014](#) – another one that requires quick action – closes to nominations on 26 September

[Scottish Sports Awards 2014](#) – nominations close on 6 October

[Queen's Award for Voluntary Service 2015](#) – nominations close on 30 September

[The Sunday Times & Sky Sports Sportswomen of the Year Awards](#) – does have a 'Community Award' – nominations close midday 14 October

County sports partnerships across England – many have their own awards programmes and events in the autumn – please check out their websites in your area

All year round – [Prime Minister's Points of Light Awards](#) – there are very often awards to people who make sport accessible to all – here is an example:

[Points of Light September winner - Pritesh Pattni \(Birmingham\)](#)

Pritesh chairs the [Bidgley Power Foundation](#), which offers young and disabled people support through sports, sessions on life skills and educational mentoring. The foundation grew from the Bidgley Power Badminton Club; Pritesh has been an integral part of the club since it began in the 1970s.

[You can read more about Pritesh's work on the Badminton England website](#)

An awards event held very recently - [Mayor's annual Team London Awards held at City Hall on 17 September](#), celebrated the outstanding contribution made by Londoners to the city's Olympic volunteering legacy.

People get into volunteering for various reasons; it may be through taking their children to their local sports clubs of choice and then stopping to help – one thing leads to another, next they are: enrolling on a coaching course, training as an official, helping maintain the facility, offering management support, etc, etc. Some people may find they have more time on their

hands and want to get involved in supporting sports delivery. Here is some recent research to stress how volunteering as you get older is very good for you:

Toronto, Canada - Rotman Research Institute at Baycrest Health Sciences and published online in Psychological Bulletin, August 2014: Evidence mounting those older adults who volunteer are happier, healthier

Among the key findings:

- Volunteering is associated with reductions in symptoms of depression, better overall health, fewer functional limitations and greater longevity.
- Health benefits may depend on a moderate level of volunteering. There appears to be a tipping point after which greater benefits no longer accrue. The “sweet spot” appears to be at about 100 annual hours, or 2-3 hours per week.
- More vulnerable seniors (i.e. those with chronic health conditions) may benefit the most from volunteering.
- Feeling appreciated or needed as a volunteer appears to amplify the relationship between volunteering and psychosocial wellbeing.

Editor - We all know that sport couldn't be delivered in our local communities without the army of volunteers. We must ensure that we support them as much as possible with free / or reasonably priced training, access to support information, good mentoring and, we know they don't seek it, the occasional 'pat on the back' be it through formal awards or just letting them know they are doing a great job through words of praise 'on the job' – *hopefully, I am preaching to the converted though.*

This edition contains features on:

- [LimbPower – new status as a National Disability Sports Organisation](#)
- [Football and inclusivity - Dr Dan Parnell](#)
- [Games Starters volunteering opportunity at the Cerebral Palsy International Sports and Recreation Association's World Games in 2015](#)
- [Sporting Equals - Boxing in Mosques](#)
- [A selection of recent information](#)
- [A brief look at some local work](#)
- [Calendar of forthcoming events](#)

Recognition can mean so much and can open up new development opportunities for sports organisations. It is excellent to hear what this new status means to LimbPower....

LimbPower – new status as a National Disability Sports Organisation

LimbPower - The British Ambulant Disabled Sports and Arts Foundation launched in November 2009 to fill a much needed gap in disability sport. Founders Kiera Roche and David Hilton launched the charity after meeting with Phil Lane, CEO (at the time) of the British Paralympic Association (BPA) and attending a strategy meeting run by the BPA in the run up to 2012 Paralympic Games.

"It became clear that amputees and the ambulant disabled (people born without limbs or with limb difference) were not represented at a grassroots level in disability sport and that something needed to be done to change this", says Kiera Roche. LimbPower was launched with the objective to: offer relief to the physically disabled by aiding rehabilitation and; improve quality of life through the medium of recreational and competitive sport and arts. LimbPower focuses: on the provision of grassroots sporting and leisure opportunities; engagement events, sign posting and resources; advocacy, advice and information and peer participation.

The Trustees have worked hard to establish LimbPower as the go-to charity if you are interested in sport as an amputee or ambulant disabled. LimbPower have been mentored by fellow charity WheelPower throughout this process, resulting in some great success stories. 10 participants from our Amputee Games (now LimbPower Games) have gone on to compete for their country, five in the 2012 London Paralympics and some at the recent Invictus Games, not to mention successes for some of the children we have worked with through the Junior Games.

LimbPower has been working with the English Federation of Disability Sport (EFDS) since January 2013 to develop and position the charity as the national representative body for amputees and the ambulant disabled. The EFDS has supported LimbPower through this process and at their Annual General Meeting in July this year, LimbPower was officially given National Disability Sports Organisation (NDSO) status, joining seven other NDSOs who sit as part of EFDS's Membership: British Blind Sport, Cerebral Palsy Sport, Dwarf Sports Association, Mencap Sport, Special Olympics GB, UK Deaf Sport and Wheelpower.

NDSOs play a vital role in sport and physical activity for disabled people. Among other development programmes the NDSOs support the national governing bodies of sport to deliver more opportunities for disabled people through: impairment specific expertise, organising events at grass roots level to engage specific impairment groups in sport and advice on impairment specific opportunities as well as cross impairment opportunities.

For LimbPower this is a significant step for a charity that began just four years ago when two disabled people had a vision while working from their homes. During that time LimbPower has reached out to many amputees and opened their eyes to the opportunities that sport has to offer. With the many events and clinics such as the 'Learn to Run' series, and the Body Confidence Workshop, alongside their flagship event the LimbPower Games (formerly the Amputee Games), and more recently the Junior Games, LimbPower has made a huge difference to the lives of amputees, both young and old. Some people have discovered amazing talents that have led them along the path to Paralympic glory, while most have simply found a new way to have fun, improve self-esteem, increase mobility and make friends.

Kiera Roche, LimbPower Founder and Chief Executive said:

"We have worked incredibly hard and at times it has been back breaking, but wow, what an achievement for a small team. This is what we dreamed about when we started LimbPower. We couldn't have achieved this without our amazing team of

Trustees, the support of Wheelpower, the EFDS and the wonderful Paralympian role models who have been so generous with their time. We're very excited about moving forward now and taking our place on the national stage."

For more information about LimbPower visit: www.limbpower.com

Or contact Kiera Roche, Chief Executive - kiera@limbpower.com

Editor - the LimbPower Primary and Junior Games will take place at the Stoke Mandeville Stadium on 4 - 5 October

I am most grateful to Dan Parnell for supplying this news item.....

Football and inclusivity - Dr Dan Parnell, Senior Lecturer in Sport Business Management and Marketing, Leeds Metropolitan University

In the aftermath of the World Cup 2014, many reflections could not have included the media carnival that surrounded the Brazilian based showcase mega-event for FIFA. Football, as quite rightly alluded to within the 111th edition of Equality – Focus on Sport, as having the ability to reach people irrespective of gender, age, ethnicity, religious belief, disability, socio-economic status or health status. As such, I am delighted and thankful to the Editor for an invite to highlight the release of our recent [special issue on Football and Inclusivity for the Journal Soccer & Society](#).

Given that the notions of inclusivity align to accessibility, low cost and involvement of all, it is no surprise that football, with unrivalled sporting reach and a global brand, yet a brand so inextricably linked (and very much so dependent on) its local community, appears a credible vehicle to address a range of social welfare issues. Moreover, football, like business, have felt the societal shift, expectation and in some cases pressure to display a greater level of corporate social responsibility. There is specific pressure to develop more ethical, moral and transparent operations, with a view to harness and establish greater relationships with local communities.

The special issue offers an insight into the research undertaken with a number of football clubs across the UK. More so, the researchers involved culminate in a like-minded group, intrigued by the 'power' and 'potential' of football and its role within our communities. The special issue draws upon sociological, political and economic perspectives, in a variety of contextual situations from inclusivity, societal good, behavior change, governance and the operations of a football club.

The researchers adopt a variety of techniques to provide both academic rigor and applied industry insight through extensive, long-term collaborations. As such the value of the papers offer practitioners, managers and researchers a valuable opportunity to reflect on personal practice and consider new methods and working practice moving forwards.

So, whilst many focus on the World Cup, I have little time for it. Fédération Internationale de Football Association (FIFA) faces its own challenges for reform, including greater accountability and transparency, encouraged by the extensive and critical unpicking of FIFA by many including Alan Tomlinson (in his recent work FIFA, The Men, the Myths and the

Money, one to read) and others (including [myself](#)) who attempt to make their concerns (although they are mostly un-) heard.

Therefore, I feel it couldn't be more important to forget about the good, the bad and the ugly associated with the mega-event that was the World Cup, and focus on the day-to-day mega-event that is the football. Football is in our back gardens and on our street; we play it with our children and with friends, it is played for fun or competition.

The special issue represents a growing concern of partners including Manchester Metropolitan Football and its Communities research group, the Football Exchange at Liverpool John Moores University, and the critical mass of research at the Centre for Active Lifestyles at Leeds Metropolitan University. Next up for the Leeds Metropolitan University team [is a special issue on Football and Health Improvement](#). The team has current interests in sport, physical activity, health improvement and social inclusion. As a final note, I would like to thank my collaborators, the special issues contributors, reviewers and importantly the people within the football clubs that aspire day-in and day-out to capitalise on the power of football.

Dr Dan Parnell is a Senior Lecturer in Sport Business Management and Marketing at Leeds Metropolitan University. Since joining the university, Dan has received support from the Higher Education Innovation Fund and the Carnegie School of Sport, New Researcher Fund. If you are interested in any of the research or projects please do not hesitate to contact Dan on D.Parnell@leedsmet.ac.uk Twitter: @parnell_daniel Leeds Met profile [here](#).

On the theme of volunteering – this is a great opportunity to support an event that really ensures that sport is opened up to everyone....

Games Starters to inspire the next generation

Cerebral Palsy Sport are delighted to announce that August 2015 will see Nottingham host the return of the Cerebral Palsy International Sports and Recreation Association's World Games, a platform that allows athletes with cerebral palsy from across the globe to compete against one-another. Recognising the crucial role that volunteers have played in the successes of previous international sporting events, we have launched the [Games Starters](#) programme to recruit volunteers to support the Nottingham 2015 CPISRA World Games.

We are looking to recruit Games Starters to support all aspects of the Games; from event support, media liaisons and results runners to Games Village support and ceremonies. Although most of these roles will be required during Games time (6th – 16th August 2015), we are also looking for volunteers to support with the preparation before the Games and the close down of the event. The sporting activity will be split across three key sporting venues; Nottingham City Council's new iconic Harvey Hadden Sports Complex, Trent Bridge Cricket Ground and the Richard Herrod Bowls Centre. Please note that all Games Starters must be a minimum of 18 years of age by 1st April 2015, although volunteers aged 16 & 17 years could also be a Games Starter by applying as part of a recognised group, see below for information.

Ali Talbot, Chief Executive of Cerebral Palsy Sport said, "These Games will be a wonderful event which we hope will inspire young people with cerebral palsy to get involved in sport. It will be our Games Starters Volunteers who will help make these Games a wonderful experience for everyone involved, from the athletes through to the spectators."

Leon Taylor, Paralympian and Sporting Ambassador for Cerebral Palsy Sport added, "We are delighted to use this historic moment, with one year to go, to launch the Games Starters Volunteering Programme. As an athlete who's directly benefitted from the wonderful work volunteers carry out, the role the Games Starters will deliver will be invaluable. There are so many ways in which people can get involved and help make these Games fantastic."

WE NOW NEED YOU! As sports development professionals you can support the Games Starter programme in a variety of ways:

- You could sign up to be Games Starter yourself: the skills and experience you have gained in your role will be of great benefit to the programme. In addition, you can learn and develop a variety of skills whilst being a Games Starter. [Apply to be a Games Starter.](#)
- You could bring a team of young volunteers to help at the Games: volunteers aged 16 & 17 years 1st April 2015 can become Games Starters as part of an organised group, accompanied by 2 group leaders. [Apply as a group of volunteers at the Games](#) (to be completed by the group leader only).
- **Promote the Games Starter programme to your volunteers & partners:** [you can access our promotional poster for the programme](#), you can also [find out more about the programme](#).

The closing date for all applications is Friday 7th November 2014.

For more information about the Games Starter programme please contact John Selby-Sly, Nottingham 2015 Volunteer Manager, email: john.selby-sly@nottsc.gov.uk

I read a brief news item that mentioned this initiative and I am now most grateful to Sporting Equals for supplying this informative article....

Sporting Equals 'Boxing in Mosques Best Practice Guide'

A boxing gym aimed at combating anti-social behaviour in Sheffield has been set up in the grounds of a mosque. The gym at the One Nation community centre in the Jamia Masjid and Usmania Education Centre in Nether Edge, Sheffield has now become a role model for an exciting new initiative called Boxing in Mosques which is being delivered by England Boxing.

The results of the project will be written up by Sporting Equals in a best practice guide (available in early 2015) and will include case studies of boxers who have turned their lives around through the project. The project was started by Wajid Nazir, the youth leader at the centre, and has been fully supported by the Jamia Masjid and Usmania Mosque and local community leaders.

Wajid said: "Anti-social behaviour was a concern for local residents, who were witnessing some youngsters taking drugs or hanging around on street corners and forming gangs. Police time was being wasted as officers were forced to focus on nuisance behaviour, and there were concerns that not enough was being done to alleviate the situation".

As a result Wajid decided to try to take the youngsters off the streets and channel their energy into something positive – boxing. He is also keen to point out that the facilities are open to all - black and white, Muslims and Non-Muslims.

“This is a positive step in the right direction. Boxing provides a great diversion for young people and gives them an opportunity to use their energy in a more positive manner.”

Since boxing was introduced as a sport at the mosque hundreds of young people have taken part. Sessions are delivered by qualified England Boxing coaches, but to cope with demand the gym is hoping to eventually link with a local England Boxing affiliated club, or become an amateur boxing club in its own right.

Arun Kang, Chief Executive of Sporting Equals, said: “Sporting Equals have long advocated the faith centre model for delivering sports. Boxing in Mosques is a great example of this model in action. Giving young people a purpose and a direction in life is vital, particularly in poor and disadvantaged communities. As this project has shown, boxing as a sport can do this and at the same time help to tackle anti-social behaviour and crime which will be a big benefit to the wider community. Our best practice guide will seek to collect all this information together in one place with the aim of getting more mosques and other faith centres to invest in sporting facilities near to where people worship and pray”.

Ben Stewart, England Boxing club support officer for Yorkshire and Humber, said: “Boxing has really taken off at Jamia Masjid and Usmania Mosque. The sessions have given the young people more reasons to spend time together at the mosque, and it’s great to see clubs in Sheffield reaching out and working closely with their local community groups.”

Sheffield Lord Mayor Vickie Priestley officially opened the facility last year, along with Sheffield Central MP Paul Blomfield and Sheffield City Council leader Julie Dore. Former International Boxing Federation light heavyweight world champion Clinton Woods, British super-bantamweight champion Kid Galahad and former English light welterweight title holder Adnan Amar were among the local boxing stars attending the launch of the gym.

Wajid added: “In July 2012 official figures suggested that 125 anti-social behaviour orders had been handed out in this area alone. That number has now declined to 66, but more work needs to be done.”

It is now planned to extend the Boxing in Mosques project to other mosques throughout the country. The project has already started in Birmingham and there are plans to extend it to other cities with high BME populations. The Sporting Equals Best Practice guide aims to show the potential of the faith centre model for delivering sports and the potential untapped market for boxing; available next year it will be promoted across the public sector to highlight the advantages of working with disengaged communities.

For more information please contact: Haroon Jabar, Market Research Officer, Sporting Equals email: hjabar@sportingequals.org.uk

Editor – [Sporting Equals has also carried news on a young female Muslim boxer, Ambreen Sadiq](#), who’s sporting story has been celebrated in a [Common Wealth Theatre Group production called No Guts, No Heart, No Glory](#)

[Sporting Equals National Projects Manager, Halima Khan, has provided a review of the play](#)

[There’s also a Guardian review of the production to read](#)

A selection of general information of interest:

[Commission teams up with Premiership Rugby to increase participation in the sport Equality and Human Rights Commission \(10 September 2014\)](#)

The Equality and Human Rights Commission (EHRC) is providing £600,000 in grant funding to Premiership Rugby Limited (PRL) over the next two years to deliver projects at all 12 Premiership Rugby Clubs.

The aim is to increase the participation of women, girls and ethnic minorities in rugby, provide better access to stadia for disabled people and promote diversity and equality in the sport. According to Sporting Equals, an independent body that promotes ethnic diversity in sport, 89% of those who take part in sport are from white backgrounds and 11% are from non-white backgrounds (88% of the English population are from white backgrounds). This varies in specific sports, but rugby union has one of the lowest participation rates for ethnic minorities at around 3%.

The Commission's initiative aims to address low participation from diverse groups in rugby by:

- promoting best practice among sports governing bodies on how to best tackle discriminatory behaviour across all their functions and services;
- ensuring teams and spectators represent their communities;
- improving accessibility to sporting venues for disabled people;
- improving the implementation of the Sports Equality Standard, (developed by UK Sport in collaboration with sports councils and equality organisations).

These objectives will be achieved by rugby clubs applying specific measures such as running sports camps for women, girls and ethnic minorities, recruiting more staff to run sessions, providing support and mentorship for these groups, and linking in with schools, local authorities and regional sports boards to promote their activities and encourage participation. For example, the Commission's funding will help PRL recruit 480 female teachers and volunteers and 156 schools to the Sports Inclusion Programme, run 156 five week rugby training programmes for girls and 104 five week sessions for children from ethnic minority backgrounds.....

[Also view the Premiership Rugby news announcement on the EHRC funding](#)

[One Scotland Website](#)

The Scottish Government has launched a new website for their continuing campaign for equality, celebrating milestones and promoting equality for all.

Scotland believes in equality for all. One Scotland celebrates the progress already made on equality while recognising the work still to be done to achieve a truly inclusive society.

One Scotland embodies the inclusive society envisaged for Scotland, where equality and human rights are respected and every individual and minority group feels valued.

Despite the great progress made to date, discrimination and prejudice do still exist in Scotland. The Scottish Government continues to work hard to promote equality in Scotland, realising the full potential of human rights in all areas of life.

Editor - on the [“My Story” section of the One Scotland website](#) 3 out of 5 of the current news features are from people involved in sport:

Hala Ousta, Glasgow

Hala, 25, has two passions in life – football and equality. She began her dream job two years ago working as a Football Equity Officer for the Scottish FA, helping girls from ethnic minority backgrounds get into the sport.....

Scott Meenagh, Cumbernauld

Scott, 24, is a full-time para-athlete who rows for Scotland and dreams of winning a medal at the 2016 Paralympic Games.....

Kayleigh Hagg, South Ayrshire

Kayleigh is 15 and one of Scotland’s most promising para-swimmers, dreaming of one day competing in the Paralympic Games.....

[New video - Transforming People's Lives - Goalball \(September 2014\)](#)

It really illustrates well the immense benefits to individuals of being involved in Goalball...not just as players but also family and the wider community.

[Breeze women’s cycling programme now available in Scotland and Wales – Bike Hub \(9 September 2014\)](#)

Breeze, the award-winning women’s cycling participation programme from British Cycling is coming to Scotland and Wales this autumn.

[Breeze](#) offers women flexible, safe, accessible and fun opportunities to ride a bike as well as training and support. The rides are organised by British Cycling trained local Breeze champions; female volunteers who lead the cycle rides, and aim to fit around busy work and family lives, they are free, friendly and open to women of all ages and abilities.

Georgina Harper, the National Development Manager for Welsh Cycling said: “It is an exciting time for cycling in Wales and we are pleased to be able to offer a participation pathway in Wales for women who simply want to ride their bike in the company of other women and led by female ride leaders.”

Funded in partnership by Sport Wales and British Cycling it will be run as a pilot in year one within Swansea, Cardiff, Newport and Monmouthshire and then subject to further funding will roll out nationally across Wales from autumn 2015.....

[British Cycling is also working closely with Scottish Cycling – and councils across the country – to develop a network of Breeze Champions](#) similar to the one established in England since 2011. This has trained 1000 “Breeze champions” who have led over 12,000 bike rides for women.

The first Breeze Champion volunteer training course in Scotland was delivered ahead of the Commonwealth Games at the Glasgow Bike station in May, and was attended by 15 women passionate about getting more women into cycling.

More training courses are expected to take place throughout Scotland in the next 12 months. Katie Archibald, who rides for the Great Britain Cycling Team and Team Scotland, said: “It’s fantastic that Breeze has launched in Scotland. I am certain that the programme will experience the same success here as it has throughout England, getting thousands of women back on bikes, enjoying the many benefits cycling brings.”.....

Produced by VAGA Associates

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University of Stirling's Student Union - Women in Sport 2014 Conference, 8 October 2014

Commonwealth Games Silver medal winner Eilidh Child and Stirling graduate Susan Egelstaff, Commonwealth badminton bronze medallist, are just two of the speakers at the event designed to inspire the next generation of women sporting stars.

The conference will analyse how women can be empowered through sport, exploring the role of sport as a vehicle for positive body image, identities and relationships and will examine women in elite sport, as well as how student sport can actively promote equality and diversity.

Booking deadline is 30 September 2014

Cerebral Palsy Sport - European Disability Sport Fair Play Conference - Equality and Equity in Disability Sport

10 - 11 August 2015, Nottingham Conference Centre, Nottingham

The conference will look at the issue of how equitable disability sport is across Europe and especially in Great Britain. Using four themes, Therapy and Sport, Investment Opportunities, New Participation Opportunities and Coach Development. The conference will explore and highlight the good practice in disability sport and physical activity.

The conference will be a mixture of presentations, workshops and courses designed to educate and inspire delegates but to also challenge delegates on how equitable their current provision and practices are.

Running concurrently alongside the conference there will be an opportunity for partners and organisations who provide services to disabled people to exhibit.

To register your interest to attend the conference or to exhibit please email:

worldgames@cpsport.org

Fortnight of Action Grants Wales - Communities United 2014 - Show Racism the Red Card (September 2014)

Show Racism the Red Card is awarding small grants of up to £300 for the development of community-based projects in Wales during October's Fortnight of Action.

Grants are available to non-statutory organisations including community groups, schools, youth clubs, sport clubs, charities and other grassroots bodies that are working to engage with young people, ethnic minorities, excluded groups, football fans, and refugees and asylum seekers along with highlighting anti racism.

Applications should demonstrate the below criteria:

- 1) Anti-racism message & an educational value.
 - 2) Sport orientated.
 - 3) Partnership work with other local agencies.
 - 4) Projects must take place within the Fortnight of Action (17-31st October 2014).
 - 5) Act as a catalyst for further anti-racist activity throughout the year.
 - 6) Encourage community participation.
-

The application form must be sent to the Welsh office by 5:00pm on the 27 September 2014

[Leading the way to Nepal with all female visually impaired cricket team - Cricket for Change \(10 September 2014\)](#)

.....UK's first all female Visually Impaired (VI) team will be heading out to Nepal for a groundbreaking tour and their first ever VI international match. The team will be on tour from the 19th to the 29th October, playing 3 matches against the female Nepal VI team. It is also the first time that a female VI team has visited Nepal to play an all female international match.....

Editor - please do watch the video in the next item.....

[What does the social model of disability mean to you? by Will Howells – Leonard Cheshire Disability \(27 August 2014\)](#)

What does the social model of disability mean to you? That's the question our friends at Scope asked disabled people in their new video.

The medical model of disability says that people are disabled by their impairments. But in the [social model](#), it's the way society behaves that disables people. A simple example is when a wheelchair user wants to get into a building that has steps at the front door. The medical model focuses on the person's physical impairment, but in the social model it's the lack of a ramp that's the problem. It puts the responsibility on society as a whole to be inclusive. That change of perspective can have a liberating effect, as the disabled people in this video explain.

Some recent publications you might not be aware of:

[This is England Women's Rugby: A plan to get 100,000 females involved in rugby. Rugby Football Union, September 2014 \(21 pages\)](#)

The strategy focuses on the needs of the grassroots game, covering four main areas:

- Ensuring a warm and welcoming club environment
- Providing local options for every need
- Ensuring that the player pathway is clear and connected
- Ensuring that rugby is a real option for females when considering their sporting and fitness options.

[Understanding religious faiths at your club - England and Wales Cricket Board \(September 2104\)](#)

ECB has created a series of Faith and Religion Factsheets explaining each of the religions and what it may mean for participation in cricket.

Additional to the faith factsheets there is also a toolkit on fasting with particular focus on Ramadan.

[One Game Religion Factsheet \(Christianity\)](#)

[One Game Religion Factsheet \(Hinduism\)](#)

[One Game Religion Factsheet \(Islamic\)](#)

[One Game Religion Factsheet \(Judaism\)](#)

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[One Game Religion Factsheet \(Sikhism\)](#)

[Fasting in cricket](#)

[WheelPower Impact Report 2013 - 2014. WheelPower, \[August \]2014 \(6 pages\)](#)

An overview of their work over a 12-month period.

[Best Practice Learning Guide: How to engage Black and Minority Ethnic Communities in Swimming. Sporting Equals, 19 September 2014 \(11- slides\)](#)

The resource is a result of extensive research over the past few years which will provide some useful advice for swimming providers. The guide gives an insight into the best practice examples on how to tailor products to meet the needs of some BME communities. The Batley Baths and Recreation Centre project was undertaken with support from ASA and Sporting Equals to understand the barriers BME communities face in accessing swimming. Our research provided key findings to help tailor services for engaging BME communities and guidelines on running 'women only session' or 'men only session'.

General publications /resources....

[Accessible Britain Challenge: toolkits on creating inclusive communities for disabled people – Department of Work and Pensions and Office for Disability Issues, \(4 September 2014\)](#)

Disabled people face barriers in their everyday lives that prevent them from being full and active members of their community. Through the [Accessible Britain Challenge](#) we want to encourage communities to become more inclusive and accessible.

Use the toolkits in this guidance to help remove barriers that prevent disabled people being full and active participants in their community.

Contents:

- Buildings and spaces
- Commissioning services
- Communications
- Communities
- Data about disability
- Employing people
- More about the Accessible Britain Challenge

[Accessible Britain Challenge: good practice examples - Department of Work and Pensions and Office for Disability Issues, \(4 September 2014\)](#)

This page has links to local initiatives to help disabled people become full and active participants in their community. Use the examples to get ideas to meet the [Accessible Britain Challenge](#) encouraging communities to become more inclusive and accessible.

[Fulfilling Potential: Making It Happen - Strategy Progress Update. Department for Work and Pension, September 2014 \(16 pages\)](#)

This document updates the government's disability strategy and shows the progress that's been made up to September 2014.

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[EHRC Scotland Annual Review 2013/14. Equality and Human Rights Commission Scotland, 18 August 2014 \(23 pages\)](#)

This report contains an overview of work undertaken by the EHRC in Scotland from April 2013 until March 2014.

[Strengthening protection against racial discrimination: Recommendations for law reform. Full Report. Equality Commission for Northern Ireland, August 2014 \(74 pages\)](#)

The Equality Commission, in its race equality policy paper, highlights the need to combat prejudicial attitudes and to develop robust and reliable statistical information to better target and monitor key policies and actions.

There is also an urgent need for legislative reform to strengthen the rights of individuals in Northern Ireland against racial discrimination and harassment and ensure, at minimum, the law here keeps pace with legislative developments in Great Britain.

[Equality Commission for Northern Ireland - Policy Priorities and Recommendations for Race Equality](#)

[Journal of Child Health Care, September 2014. Out-of-school lives of physically disabled children and young people in the United Kingdom: a qualitative literature review. Knight, K et al, Faculty of Health and Applied Social Sciences, Liverpool John Moores University](#)

A qualitative review was undertaken to examine the factors affecting physically disabled children and young people (8–15 years) in the United Kingdom participating in out-of-school activities.

Recent newsletter:

[Foundation for Community Dance – Dance, Deaf and Disabled People e-newsletter, September 2014](#)

A brief look at some local work....

Forest Ladies – their volunteers

I've been a football fan all my life. Growing up in Nottingham, I was brought up to enjoy football with my dad and siblings and have continued to enjoy the sense of camaraderie and team spirit that being a supporter can bring. In 2009, I became aware of the women's game, when watching Euro 2009. England got to the final and were beaten by Germany, but the tournament left me wanting to find out more about how I could be involved. I found my local team through one of my housemates at the time, and went along to watch Forest Ladies. I was so impressed with not only their skill, but their passion, which I had begun to feel was lacking in the men's game. These girls were turning up, week in, week out, with no big wages, no television coverage and were there simply because they loved to play. It was hard not to be impressed by their dedication.

Fast forward five years and I ran an event at the University of Nottingham focusing on the Olympic Legacy, particularly the impact on the women's game. I contacted Forest Ladies to ask for their involvement and they sent two of their coaches, Andrew Leith and Emma White, who did a fantastic training session with a group of students. I saw that the club were asking for fundraising volunteers, so I volunteered my services as an event's organiser. However, when I started to work with them, I began to realise that the time and energy the volunteers

spent on the club went deeper than just a love of the game and that they treated each other like family. This was integral not only to the club's ethos but to the continuation of the club's existence. Without their volunteers, there simply would be no club. I spoke to Operations Manager Steve Gray to gain a greater understanding.

What first got you interested in volunteering for the club?

I was in a place personally where I wasn't doing anything productive with my time. I had been keeping a keen eye on the Olympics and the football teams in particular and was just finding out how good women's football is. I was on twitter and spotted that Forest Ladies were looking for player sponsors and I offered to sponsor and also volunteer my time. I was asked to training that night to meet the staff and see how I could help and it went from there.

Why are you so passionate about your volunteering?

Seeing the players play on a Sunday and knowing how much effort has to go into not just ensuring the players are ready but that the communication is clear, the pitch is booked etc., it really does take a lot of effort to get the players on a pitch for 90 minutes. But when they get on there, that's why it's all worth it because they are able to do something they are so passionate about and for the players it's about the love of the game and wanting to be the best they can be and improve.

What benefits do you see happening within the club due to the work of volunteers like yourself?

Well everyone pulls together with it being a solely volunteer based club; nobody has agendas that are money based. Everybody is here because they want to be here, whether that is as a player to improve, a coach to improve and gain qualifications or committee members that ensure the day to day running of the club.

What goals do you have for both the club and yourselves individually?

For the club to be the best it can be with the resources available, it takes a lot of hard work from everybody involved but everybody wants to achieve this. Ultimately the vision would be WSL (Women's Super League). I went to the Champions League Final in London a few years ago between Wolfsburg and Lyon and it was a fantastic spectacle but what hit me at the end was "I want us to be here" and that's what drives me. Myself personally I generally just want to help as much as possible and gain as much experience in the different aspects of the club as possible.

Why volunteers are so important to clubs like Forest Ladies?

Again without the volunteers the club simply would not exist and to be that way for 25 years is a testament to everybody involved at the club.

With the start of the new season I've learnt from volunteers like Steve that the sense of community and teamwork that exists with a club such as Forest Ladies provides strength to get through even the toughest of times. To anyone reading this who is interested in women's football, I would urge you to go to a local game and get involved in your local club. You may find that you benefit from doing so as much as the club will.

Claire Henson, Equality and Diversity Events Co-ordinator, University of Nottingham

To find out more about Forest Ladies, you can visit their website:

<http://www.nottinghamforestladies.co.uk/>

Follow on Twitter: @ForestLadies Follow on Facebook:

<https://www.facebook.com/nottinghamforestladies>

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Engaging the diverse communities of Dundee – Sporting Equals (September 2014)

Sporting Equals has begun work with Dundee Leisure and Culture Trust to help improve inclusion and delivery of services to local BME groups. We hope to bring together community partners with local sports providers.

The work builds on existing inclusive club projects in addressing equality and diversity. It also supports the business case for organisations to embrace diversity.

The project will be a three-pronged approach, with the aim to provide:

1. Insight into diverse communities of Dundee
2. Delivering equality training to staff within community sports hubs
3. Facilitating the brokerage and engagement between sports hubs and community partners

We will keep you posted as the project develops

Calendar of forthcoming events

A more extensive list of dates for your diary can be found on the **Equality- Focus on Sport** website on [Calendar of events](#) page, just a few events in the next few weeks:

[4 - 5 October - Tennis Foundation and Metro Blind Sport National Vision Impaired Tennis Championships, London](#)

[6 - 12 October - The FA, English Colleges FA and British University and Colleges Sport - Women's Football Week 2014](#)

[7 October - First ever Asian Cricket Awards ceremony, Lord's Cricket Ground, London](#)

[8 October - University of Stirling's Student Union - Women in Sport 2014 Conference](#)

[8 October - An 8ft statue of Arthur Wharton - England's first black professional footballer - will be unveiled at St. George's Park](#)

[12 October - UK Boccia First Annual Boccia Coaching Conference, Sheffield](#)

[15 October - Sport and Recreation Alliance Breakfast event 8.15 am – 10.30 am - Alliance Directors' Club - Women Climbing the Leaderboard - are you ready to lead sport?, London](#)

[24 October - Sport England and Daily Mirror Pride of Sport Awards close to nominations](#)

[30 October 2014 - Department for Culture, Media & Sport and the Women's Sport and Fitness Foundation Event - *Transforming Sport: Celebrating Success, Shaping the Future*, The Nursery Pavilion, Lord's Cricket Ground, London](#)

We will be very pleased to receive information of your events to add the [E-FoS calendar page](#). Please email the details, with any website links, to: jenny@vagaassociates.com

How to get the most out of this newsletter

Hopefully, you have enjoyed the variety of information in this newsletter. You can contribute! Do give us some information about your governing body, home country, sporting organisation or project. Our schedule is:

Production Date (by working week ending)	Deadline for Contributions
24 October	17 October
28 November	21 November
25 December	17 December
Yet to be determined	Yet to be determined

Please e-mail any contributions or comments to: jenny@vagaassociates.com.
